

TEAMSTER CONVOY DISPATCH

44

**Special Issue:
The 1996
Teamster
Convention**

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

August 1996, # 152

Hoffa's Thugs Disrupt Teamster Convention

Carey Stands Up for Members

"They booed a U.S. Senator. They booed the national anthem. They even booed a moment of silence for deceased members."

—Associated Press Wire, July 15, 1996, describing Hoffa's mob.

The old guard mob of delegates and guests led by James Hoffa Junior disgraced the Teamsters Union and all of labor before the eyes of the world with their ugly behavior and contempt for democracy. For five days—July 15-19—they disrupted and threatened. They drowned out delegates, Overnite workers, a U.S. Senator, chairman Ron Carey, even the Archbishop of Philadelphia. In short, they tried to destroy our union's convention.

But they failed. Ron Carey gave them plenty of opportunity to speak and vote, but did not allow the convention to be destroyed.

Despite their antics, some important business and reforms were adopted (see page 2). Both the Hoffa and Carey slates were nominated, as expected.

Special Convention

When it became apparent that it would be impossible to finish all the business at hand, the General Executive Board adopted a motion to call a Special Convention for next spring. That will be after the rank and file vote for International officers this Novem-

ber-December.

As Ron Carey noted, "The battlefield is out there after this convention," among the rank and file.

Hoffa's Plan to Disrupt

"Don't bring your spouses and children because it's going to get rough. By Wednesday, we are going to force Ron Carey to shut this convention down!"

—James Hoffa Junior, speaking to a public rally of his supporters the night before the Teamster convention.

Led by over 100 whips with walkie talkies, they orchestrated numerous disruptions. They directed hundreds of guests, brought at union expense, to participate in voice votes, even though they were not delegates. This organized squad, some from Dallas Local 745, became so disruptive that Carey finally had to clear the guests from the hall.

Their actions thus led to Teamster members and retirees, many who came to the convention at their own expense, being denied access for two days.

The Hoffa delegate mob refused to take their seats so standing votes could be properly counted. They demanded to rewrite the convention rules. Carey had to call a night session to deal with it. Finally, at 10:30 p.m., the Hoffa forces voted down the convention rules by 891-913. It was a meaningless gesture

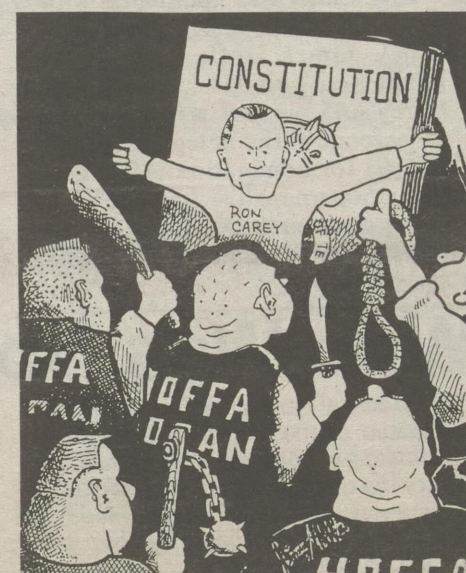
since then the nearly-identical 1991 rules were in effect. But they made their point: they would bully their way on anything they wanted, however ridiculous.

The next day they booed a resolution to step up the drive to organize Overnite workers, and while several Overnite workers were on the stage, hundreds of Hoffa delegates voted against the resolution.

They submitted 33 pages of last-minute amendments, and demanded the agenda be rearranged to take up only their proposals. Hoffa leader Brad Slawson of Minneapolis Local 544 took the floor to demand to "suspend everything but the real issues at hand, such as the Hoffa strike fund, which you bankrupted, and the other issues of Hoffa's platform."

Hoffa Forces Reinstate Blacklist

They demanded to hold a "trial" in front of over 1,800 delegates for dozens of corrupt officials who had been suspended from office in recent years. They voted to reinstate to office Frank Wsol, who was suspended for plotting to get a Teamster UPS driver fired after the member wrote a letter to the *Teamster* magazine critical of Wsol. They reinstated this blacklist without even listening to the report of the trial committee. They certainly did not want



'TEAMSTER CHIEF RETAINS CONTROL OF CONVENTION'

—Baltimore Sun headline, July 20, 1996

Hoffa and his forces managed to disrupt the convention, but President Ron Carey prevented them from gutting the Teamster Constitution.

tion was not destroyed. Our democratic right to vote is intact, as are other protections we've won.

The Carey administration came to the convention with a package of reforms. The Hoffa forces came with a 33-page document wrapped around "local autonomy" but really about destroying the power of our union to

Get on the Reform Team— JOIN TDU!

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____ Optional: Spouse's name _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.

TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

It's up to the rank and file now. The November election is between the Hoffa-Hogan-Rumore crowd who want to dismantle reforms and turn back the clock, and the Carey leadership team that want to move forward.

to hear from Nicholas Johnson, the member who was fired by Wsol's actions. That shameful episode took hours of precious convention time, sent a chilling message to our members and set back our work to show the U.S. government that Teamsters can clean our own house of such scum.

And then they whined because Carey refused to move business fast enough to get through the IBT Constitution. But it was they who disrupted and continually brought up frivolous points.

Rank & File Power

The Teamster Convention is behind us. Some positive reforms were achieved, along with the embarrassment our union suffered from the Hoffa mob's behavior. Perhaps most importantly, our Teamster Constitu-

combat corruption.

This document was signed by several juniors, led by Anthony Rumore, son of Louis Rumore, who was removed from our union for being a member of the Mafia. Rumore, the president of New York Joint Council 16, told the convention that he was suffering a "reign of terror" under Ron Carey. Imagine! New York mobbed-up power barons talking about "terror" because Carey has gone after corruption.

It's up to the rank and file now. The November election is between the Hoffa-Hogan-Rumore crowd who want to dismantle reforms and turn back the clock, and the Carey leadership team that want to move forward.

It's a choice that may just determine whether the labor movement is able to revitalize or not. Isn't it time for you to get involved?

Teamster Convention: What Was Adopted

New Oath of Office

Carey forces won a change in the Teamsters Oath of Office to make it clear that union officers are sworn to protect the members' interests in dealing with employers, respect democracy, and prevent corruption.

Pension Trustees Code of Ethics

The convention adopted a code of ethics for pension and health fund trustees that provides that they must make sure that employers make required contributions, must not cause the plan

to incur unreasonable expenses, and must not profit personally from having the trustee position.

Prevent Mob Influence

The convention adopted constitutional language barring any member or official from knowingly associating with organized crime.

Organizing

The convention passed a resolution pledging to continue expanding the key freight organizing drive at Overnite Transportation, despite the opposition of several hundred Hoffa delegates.

Canadian Sovereignty

The convention strengthened the unity between U.S. and Canadian Teamsters, while recognizing that Canada is a separate nation with a different system of government and its own labor laws. The elected president of Teamsters Canada was added to the General Executive Board.

The U.S. Election

The convention overwhelmingly

authorized a major grassroots effort to make working families' concerns the central issue of the campaigns for Congress and U.S. President. It stopped short of endorsing President Clinton, while indicating that his record is superior to that of Bob Dole.

Appeals of Suspended Officials

The convention upheld the suspension of former Joint Council 64 President Jack Powers for misusing his union credit card for gambling; upheld the suspensions of Ernie Tusino and George Valeri for bypassing qualified Teamsters in order to give work referrals to their relatives and friends; and upheld the suspension of Scott Hendries, former BA from Houston Local 988, for colluding with manage-

ment to get two Teamster members fired for their political activity.

Unfortunately, the convention reinstated Frank Wsol, who colluded with UPS management to get one of his own members fired for publicly disagreeing with him.

Leadership from the Rank & File

A motion to amend the constitution to develop leadership from the ranks of working Teamsters was narrowly defeated, 745-784. The amendment would have required future candidates for International office to have either worked for at least two years as a working Teamster, or been elected to local union office. The Hoffa forces, many of whom inherited union office, managed to get it rejected.

Scorecard

Ron Carey was nominated with 775 votes of the delegates (45 percent). James Hoffa Junior was nominated with 954 (55 percent). Carey's 45 percent was triple the 15 percent of the delegates he got in 1991 for nomination. After getting 15 percent of the delegates Carey went on to sweep all 16 positions when the rank and file cast secret ballots.

Who Was Nominated

The following candidates were officially nominated at the Teamster Convention. Candidates needed the vote of five percent of the delegates from their region for nomination. Names in parentheses on the Hoffa Slate are Hoffa's back-up candidates, in case members of his slate are charged or removed from office.

Loius Lacroix was the only candidate for the newly created post of Teamsters Canada President and was therefore elected by acclamation.

Ron Carey Slate

President

Ron Carey, L. 804, New York

Secretary-Treasurer

Tom Sever, L. 30, Jeannette, Pa.

At-Large Vice Presidents

Jim Benson, L. 104, Phoenix
Jack Cox, L. 572, Los Angeles
Diana Kilmury, L. 155, Vancouver, B.C.
Richard Nelson, L. 886, Oklahoma City
John Riojas, L. 657, San Antonio

Central Region Vice Presidents

Lorelei Anderson, L. 705, Chicago
Frank Busalacchi, Local 200, Milwaukee
Lon Fields, L. 89, Louisville, Ky.
Dennis Skelton, L. 600, St. Louis
Bill Urman, L. 792, Minneapolis

Eastern Region Vice Presidents

George Cashman, L. 25, Boston
Tom Gilmartin, L. 559, Hartford, Conn.
Carroll Haynes, L. 237, New York
John Morris, L. 115, Philadelphia

Southern Region Vice Presidents

Aaron Belk, L. 667, Memphis
Doug Mims, L. 728, Atlanta

Western Region Vice Presidents

Tom Leedham, L. 206, Portland, Ore.
Ken Mee, L. 287, San Jose, Calif.
Ed Mireles, L. 952, Orange, Calif.

Canadian Vice Presidents

David Kozak, L. 464, Vancouver, B.C.
Charles Thibault, L. 938, Toronto

Trustees

Ed Kornegay, L. 922, Washington, D.C.
Sergio Lopez, L. 912, Watsonville, Calif.
Joseph Padellero, L. 686, N. Andover, Mass.

President Teamsters Canada

Louis Lacroix, L. 1999, Montreal

Hoffa Slate

President

James Hoffa, L. 614, Pontiac, Mich.

Secretary Treasurer

William Hogan Jr., L. 714, Chicago
(Tom Keegal, L. 544, Minneapolis)

At-Large Vice Presidents

Fred Gegare, L. 75, Green Bay, Wisc.
Chester Glanton, L. 743, Chicago
Tom O'Donnell, L. 817, New York
Ralph Taurone, L. 222, Salt Lake City
Sam Theodus, L. 407, Cleveland

Central Region Vice Presidents

Patrick Flynn, L. 710, Chicago
Walter Lytle, L. 414, Fort Wayne, Ind.
Dotty Malinsky, L. 2000, Minneapolis
Lester Singer, L. 20, Toledo, Ohio
Phil Young, L. 41, Kansas City
(Lawrence Brennan, L. 337, Detroit)

Eastern Region Vice Presidents

Donato DeSanti, L. 701, N. Brunswick, N.J.
Betty Fischer, L. 538, Worthington, Pa.
John Murphy, L. 122, Boston
Rich Volpe, L. 550, New York
(Terry Majka, L. 182, Utica, N.Y.)

Southern Region Vice Presidents

Randall Copeland, L. 519, Knoxville, Tenn.
Travis Cleo Stone, L. 745, Dallas
(Coleman Davis, L. 523, Tulsa, Okla.)

Western Region Vice Presidents

Chuck Mack, L. 70, Oakland, Calif.
Jon Rabine, L. 763, Seattle
Jim Santangelo, L. 848, Los Angeles

Canadian Vice Presidents

Thomas Baldwin, L. 880, Windsor, Ont.
Garnet Zimmerman, L. 31, Delta, B.C.

Trustees

Ron McClain, L. 147, Des Moines, Iowa
Mary Lou Salmeron, L. 986, Los Angeles
John Steger, L. 639, Washington, D.C.

Stand Up Slate

Secretary-Treasurer

Kenneth Hollowell, L. 247, Detroit

At-Large Vice President

Robert Spearman, L. 480, Nashville

Central Region Vice Presidents

Leroy Ellis, L. 705, Chicago
Jim Tol, L. 406, Grand Rapids, Mich.
Charles Walker, L. 744, Chicago

'Keep Our Union Moving Forward'

Delegate Alex Adams
Local 407, Cleveland

At our 1996 Teamster Convention, Hoffa and his goon squad came with one purpose in mind—to snatch back our union from us. They are not taking us lightly anymore. They haven't enjoyed the last five years. It wasn't any fun for them and they are determined to get it all back—the cookie jars, the pensions, the perks.

The battle is out among the members now. We've got to get out there and turn these fat cats back. We have got to fight to keep our union moving forward with the Ron Carey slate. Get involved now. Our future is on the line.



The 'Jimmy Hoffa Strike Fund'

As his walkie-talkie boys led one disruption after another, Junior Hoffa spent the Teamster convention telling himself and the media that he had a plan for a "Jimmy Hoffa Strike Fund" (yes, he named it after himself!). Unfortunately, just one question from a reporter blew that out of the water.

When asked if his plan could support even one week of benefits for a large

unit such as freight or UPS, Hoffa's lawyer, Patrick Szymanski, replied that it would not!

So much for that "Hoffa Plan." It's not a real plan for a strike fund, it's a plan to cut the power of the International union.

Hoffa's last plan was the Ohio-Michigan Strike Fund, which went broke just eight weeks after it started.

Let Democracy Prevail

Special Convention Called

The General Executive Board, during the July 15-19 International Convention, adopted a motion calling for a Special Convention to be held next spring. This motion is of critical importance for the future of democracy in our union.

- It makes the rank and file election this fall all the more important. It is widely believed that whoever wins that election — Carey or Hoffa — will likely have majority support among the delegates next year because some swing votes will go with the winner.
- It will take some of the politics out of our convention, because it will be just after the election, and four and a half years until the next one.
- It will allow us a chance to set a new standard for democracy at our conventions. The recent convention did little to further a democratic culture

within our union. We need a convention in which delegates and leaders on all sides take an open-minded approach to democratic reform and innovation for the future.

- It will allow us the opportunity to finish the job of writing new democratic guarantees into our union constitution.

Need More Convoy Dispatch?

If you would like to get a regular bundle of *Convoy Dispatch*, or increase your current order, give TDU a call at (313) 842-2600. Remember, we need to get the word out to as many Teamsters as possible in this critical election period!

The Issues Facing Our Union

Forward vs. Backward

A major debate at the Teamster Convention was over an amendment by the Hoffa forces to cut the power of our elected International officers in the name of "local autonomy." During this debate Hoffa leaders such as Anthony Rumore, the president of New York Joint Council 16, and Chuck Mack, the president of San Francisco Joint Council 7, took the floor to accuse the Carey administration of bringing down a "reign of terror" against old guard officials in Carey's moves to root out corruption.



Delegate Patricia Franks
Local 773, Allentown, Pa.

Teamsters Convention, July 18, 1996

The delegates that are wearing the red jackets, I don't think you understand what's going on here. The committee said that there was no change ... now we have an amendment by Hoffa, and then we compromised to you, and you're still against that. We don't know what you want.

You get the pro and con mikes, you don't know what you want. You get to the mikes, you don't know what you want. You speak in a different language and you're swearing at the Chairman. I

don't understand this kind of Teamster stuff. I didn't be a Teamster to do this. ...

I heard about a man talking about his local working in terror. I don't understand that. ... We have the autonomy in our local. We're not afraid of the International, we have nothing to hide. What's going on, Mr. Hoffa?

Delegate Duane Meyer

Local 287, San Jose, Calif.

Teamsters Convention, July 18, 1996

This issue under discussion is fundamental. It's about the direction of our union. Are we going to go backward, back to the union of 500 little local islands while the water is rising? Is that what we want? Or do you want to go forward, forward into the 21st century, a 21st century union that's got the clout to deal with multinational corporations and an anti-labor government, a union

with strategies, organizing programs, a union that's strong and aiming to get stronger, not one that's mostly worried about the protection of the interests of a few officers.

That's what this debate is about. We know where one of the candidates stands on the issue. I would like to hear where Brother Hoffa stands too ...

... what I am talking about is our constitution. Our constitution is the Bill of Rights for the brothers and sisters that work in this greatest union of the world.

Delegate Doug Swanson

Local 916, Springfield, Ill.

Teamsters Convention, July 18, 1996

One of the fundamental principles of the union is the members give us

strength. If we take away the organization at the International keeping us all together working towards the common good of the labor movement, we're going to reduce the locals into bidding against each other in this new economy of global glut with super companies running the business world.

These multinational corporations are going to pit one local against the other just like the states and cities have been bidding to get NFL franchises. They're going to go to the local where they can get the cheapest help. They're going to be putting locals fighting against each other instead of the companies.

I don't understand what the fear of the almighty International is. When the International called a one-day [UPS] strike, Local 70, out in California, they didn't honor it. Did Chuck Mack get in trouble with the International? Was he trusted? No, he was not. Ask the brothers and sisters in Local 70.



Supporters of the Ron Carey Slate at rally the day before the Teamster Convention.

Blacklister Wsol Reinstated

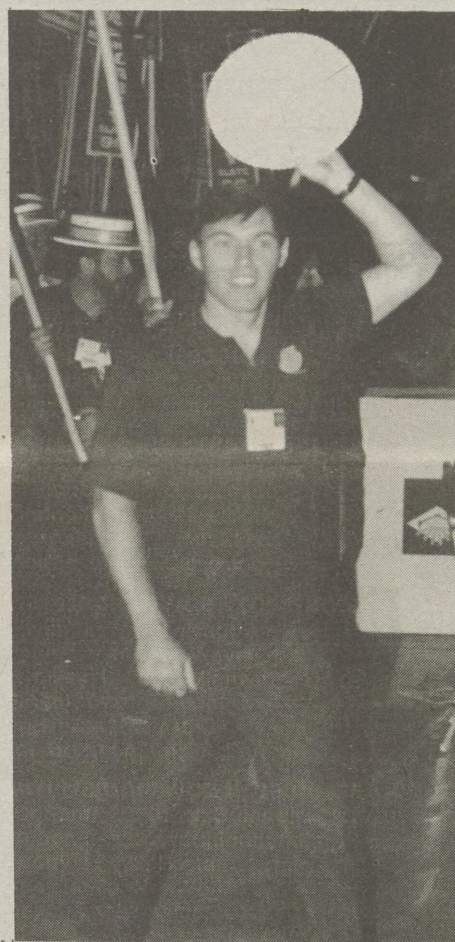
Silence on Anti-Corruption Measures

The Junior Hoffa-Hogan slate came to the convention with a major goal of reinstating over 30 embezzlers, crooks, and blacklisters to power in our union. These are officials who have been removed or suspended over the past four years.

The onvention spent hours on blacklister Frank Wsol, who colluded with UPS management to get one of his own members fired because the member disagreed with him. (The NLRB promptly brought charges against Wsol.) The convention shamefully voted 845-989 to reinstate Wsol. Fortunately, the delegates then voted to sustain discipline on several other corrupt old guard officials.

By mid-week Hoffa's delegates had another chance to take a stand on fighting corruption in our union but there was unusual silence from the old guard delegation as the convention passed amendments to add anti-corruption language to the oath of office, preamble, and Article I of our Constitution.

Delegate Phil DePietro from Allentown, Pa., Local 773 observed from the floor, "I have been a member for 27 years. During those 27 years, with the exception of the last five, I have seen strange silence to the corruption that permeated this union. ... Silently today sit the red shirts when they speak of something like this. Why aren't they getting up to speak against things like this, against the corruption?"



Delegate Tim Buban

Local 200, Milwaukee

Teamsters Convention, July 16, 1996

I am a rank and file truck driver, I'm a rank and file steward, I'm a part-time board member. I'm glad I have those titles, but none of them mean nearly as much to me as the title that I have of a volunteer organizer.

... when we continue to condone this [corruption], I've heard several brothers and sisters say, "Well, you know, we're playing right into the government's hands when we—we're going to allow the government to set up camp here forever if we don't do something about this corruption." Well, there's somebody else that we're playing into the hands of, and it's not the government, it's a bigger enemy, it's the employers. Because the employers say, "Well, you see their folks? You see those Teamsters, they're not interested in cleaning up anything."

Send me back and the rest of the volunteer organizers from Local 200 who are here today, don't send us back with one hand tied behind our back. Do the right thing. If this isn't a nonpartisan issue, there is no such thing as a nonpartisan issue and you Hoffa delegates ought to hang your head when you walk out of here if you don't do the right thing on this.

Pension Funds Code of Ethics

On Friday, the convention adopted areform proposal that puts a code of ethics for pension and health fund trustees into our constitution. The code provides that trustees must make sure that employers make required contributions, must not cause the plan to incur unreasonable expenses, and must not profit personally from having the trustee position. Violations of this code, already punishable under federal law, would now be subject to internal union charges as well, thereby increasing trustee accountability to the members.

Delegate Bruce Saul

Local 966, New York

Teamsters Convention, July 19, 1996

All week long we've been trying to get to the important business of the membership. Well, now we're there. Some people don't want to debate and vote on it. Well, I'm curious to know which part of this resolution they're afraid to debate on the floor of this convention? ... We have to act on this proposal today if we are going to get started getting the government out of our union. Just last week in Michigan, rank and file members who are covered by the Michigan Conference

of Teamsters Welfare Fund had to go to court to try to clean something up that this union should be cleaning up ourselves. ...

The Labor Department found that the trustees of the Michigan Fund were allowing members' hard-earned money to be spent on nude dancers, out-of-control use of credit cards and golf outings, and buying cars that were then sold cheap to union officials. That's the kind of corruption that needs to be debated on the floor at this convention, acted on today, and prevented in the future.

Hoffa Supporters Disrupt Convention

Newsday Headline, July 16

From the opening moments yesterday, Hoffa supporters ... screamed, pounded on tables and chanted, almost drowning out Carey and most other officials and speakers.

... Individual delegates and spectators yelled disparaging remarks about Carey as the Pledge of Allegiance began, during a moment of silence for deceased Teamsters, and as Cardinal Anthony J. Bevilacqua, the archbishop of Philadelphia, was about to give the invocation. ...

[The] chants prompted Sen. Arlen Specter (R.Pa.) to say, "This demonstration does not bring credit to the Teamsters, doesn't bring credit to the American labor movement or those who are backing Hoffa."

Newsday, July 16, 1996

ALL EYES WERE ON PHILADELPHIA

The media and the labor movement were all watching the Teamster Convention, held in Philadelphia July 15-19. On this page are excerpts from some of the extensive press coverage. See inside for more news from the convention.

Hoffa may be hurt by his top running mate, William Hogan Jr. of Chicago, a key stronghold for the presidential candidate. Hogan comes to the race with some baggage. He is reportedly under investigation by a trio of court-appointed monitors overseeing the Teamsters, and there has been speculation that he may be removed from the union.

Cleveland Plain Dealer
July 19, 1996

Carey supporters were left outraged by Hoffa delegates who mustered enough votes to reverse disciplinary action that the union's executive board had taken against the secretary treasurer of powerful Local 710 in Chicago. In that case, Frank Wsol had been barred from holding union office after it was ruled he encouraged a company to fire a worker who had criticized Wsol's leadership.

Newark Star Ledger
July 17, 1996

Judging by the actions of his closest supporters, a Hoffa administration would not make the fight against corruption its highest priority. He's chosen as his running mate Chicago Teamsters official William Hogan Jr., whose 11,354-member Local 714 has been under review board scrutiny since November. ...

The review board banned [former head of Local 743 Robert] Simpson from holding office or employment in the local for life after documenting how he had used union funds to pay former Local 743 President Don Peters \$100,000 a year to advise the local. Peters, after being named in the original government racketeering suit, had been bounced from the union for his mob connections.

Simpson attended the Teamsters convention as a guest of the new Local 743 leader Chester Glanton ... Glanton is running for international office on the Hoffa ticket.

Chicago Tribune, July 20, 1996

From start to finish, civil war tore apart the convention. ...

... with the clock ticking down to the convention's close, Carey won changes that would have been political suicide for his opponents to reject. He won constitutional amendments to institute an ethics code for union officials overseeing pension funds and a bar against union membership for anyone who knowingly associates with the mob. ...

Hoffa's camp disrupted the convention with unruly behavior and lost its discipline on the floor as delegates continued to speak even when the group wanted to keep things moving.

Cleveland Plain Dealer, July 20, 1996

With Mr. Carey's apparent success in stopping Mr. Hoffa's agenda here, the struggle now turns to the hustings.

"This is not the battlefield," Mr. Carey said. ... "The battlefield is out there after this convention."

New York Times, July 19, 1996

Carey, meanwhile, is credited by many in the union and experts on organized labor with having cleaned up the image of the Teamsters, whose very name was long synonymous with organized crime.

... In the last two years—after nearly two decades of decline—the union began attracting new members under Carey's leadership.

Newark Star Ledger
July 16, 1996

The five-day session showed that after decades of dictatorial leadership, the Teamsters have clearly embarked on a new era. Now, as the union faces a contest for its next president, the question is: Will that progress continue or will it stall?

Philadelphia Inquirer
July 21, 1996